

March 30, 2017

FOR YOUR INFORMATION

TO: Mayor and Members of City Council

FROM: Harry Black, City Manager **HB**

SUBJECT: **LIVING WAGE RATE ADJUSTMENTS**

Cincinnati Municipal Code Chapter 317, as amended July 1, 2016, ordains a “living wage” for full-time, part-time and seasonal City employees and for full-time and part-time employees of covered employers, contractors and subcontractors providing or delivering services to the City of Cincinnati under service contracts equal to or greater than \$20,000.00. The Cincinnati Municipal Code further requires that the amount of the living wage be adjusted every year.

For contracts executed prior to July 1, 2016, the adjustment is a percentage equal to the percentage increase, if any, in the federal poverty guidelines as published by the United States Department of Health and Human Services. For contracts executed on or after July 1, 2017, for contracts amended on or after July 1, 2017, and for City employees, the adjustment is a percentage equal to the percentage increase, if any, in the level of the average Consumer Price Index as published by the Bureau of Labor Statistics, U.S. Department of Labor.

The adjusted living wage rates effective April 30, 2017 for contracts executed prior to July 1, 2016 are as follows:

- a. **\$11.87** per hour for employees who have family health care benefits provided by the employer; and
- b. **\$13.39** per hour for employees not provided such health care by the employer.

The adjusted living wage rates effective April 30, 2017 for contracts executed or amended on or after July 1, 2016 and for City employees are as follows:

- a. **\$10.23** per hour for seasonal or part-time City employees;
- b. **\$11.88** per hour for employees of covered employers who work fewer than 1,500 hours on an annual basis on a single City contract and for whom the employer provides health benefits;
- c. **\$13.40** per hour for employees of covered employers who work fewer than 1,500 hours on an annual basis on a single City contract and for whom the employer does not provide health benefits; and

- d. **\$15.20** per hour for full-time City employees and employees of covered employers who work 1,500 hours or more on an annual basis on a single City contract.

Questions regarding the living wage rate adjustment may be directed to the Department of Economic Inclusion at 352-3144.

- c: Sheila Hill-Christian, Assistant City Manager
Markiea L. Carter, Director, Department of Economic Inclusion
Jennifer B. Mackenzie, Deputy Director, Department of Economic Inclusion